

EXHIBIT 13

Sommers Schwartz, PC

June 8 ·

Full-time hourly employees may be owed unpaid overtime for complying with HFHS's Professional Appearance Standards policy...<http://ow.ly/O1ZCS>



Certain Henry Ford Health System Employees May Be Entitled to Additional...

Henry Ford Health System's Professional Appearance Standards Policy may violate the federal Fair Labor Standards Act. [Read more.](#)

SOMMERSPC.COM | BY NEIL B. PIOCH

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Certain Henry Ford Health System Employ May Be Entitled to Additional Pay

June 8, 2015 by [Neil B. Pioch](#)

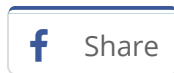
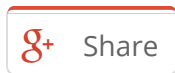
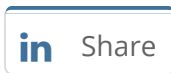


Detroit-based Henry Ford Health System enforces a Professional Appearance Standards Policy that requires employees to report for work in “clean,” “neat,” and “pressed” uniforms. For most [hourly health-care work](#) working two to three extra hours per week, at home, washing and ironing scrubs – without [wage and overtime compensation](#).

These sorts of “uniform maintenance” policies have come under scrutiny lately and are the subject of a number of Labor Standards Act lawsuits pending around the United States.

If you or a friend or family member worked for Henry Ford Health System anytime in the last three years, please contact [Neil Pioch](#) of the Sommers Schwartz law firm at (248) 746-4056 or npioch@sommerspc.com.

The relevant jobs include all full-time hourly positions with direct patient care responsibilities, including: A Technician, Cardiac Technician, CAT Scan Technologist, Nurse (LPN, RN, etc.), Nurse’s Aide (CGNA, C STNA, etc.), Hospitality Aide, Interventional Technologist, LPN, Mammographer, Medical Assistant, MRI Physical Therapist, Respiratory Technician, Restorative Aide, and Ultrasound Technologist.



Categories: [Class Action](#), [Employment](#)

About Neil B. Pioch

Neil B. Pioch concentrates his practice in the areas of wage and hour violations and consumer protection cases involving breach of contract, breach of warranty and deceptive sales practices.

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Intellectual Property**TO COMPENSATE FOR “OFF-THE-CLOCK” WORK AND MEAL BREAKS: KEI ET AL. V. IVOX IS, LLC**

4, 2015, Sommers Schwartz attorneys [Jason Thompson](#) and [Jesse Young](#), along with attorneys from Butcher & n Fort Myers, Florida and Johnson Becker in Minneapolis, Minnesota, filed a [class action lawsuit](#) alleging [unpaid overtime in violation of the federal Fair Labor Standards Act](#). According to the complaint, the plaintiffs have customer service representatives for iVox, regularly putting in more than 40 hours (sometimes up to 80 hours) portion of those overtime hours include time spent on pre-shift and post-shift tasks such as logging into and out nputer systems. The plaintiffs claim they were not paid for this “off the clock” work, nor were they compensated aks. The suit is pending in the U.S. District Court for the Southern District of Florida.

CLASSIFICATION OF NONEXEMPT EMPLOYEES AND FAILURE TO PAY OVERTIME: MORDOFF ET AL. V. DEPARTMENT OF VETERANS AFFAIRS

4, 2015, Sommers Schwartz attorneys [Jesse Young](#) and [Neil Pioch](#), along with attorneys from Barrett Johnston rison in Nashville and Johnson Becker in Minneapolis, filed a [class action lawsuit](#) against the Department of airs’ Veterans Canteen Service. According to the complaint, the defendant maintained a common policy of classifying Assistant Canteen Chiefs as exempt employees, thus depriving them of overtime pay. The plaintiff r situated employees routinely work in excess of 40 hours per week, additional time for which the [federal Fair Labor Standards Act](#) requires that they are compensated at 150% of their regular hourly wage. The suit is pending in the U.S.

t for the Western District of Tennessee.

VERTIME VIOLATIONS – FAILURE TO PAY PROPER COMPENSATION: STEIMEL V. CONWAY I LLC, ET AL

2015, Sommers Schwartz attorneys [Neil Pioch](#) and [Jesse Young](#) filed a [class action lawsuit](#) on behalf of workers the Defendants, but who were not properly compensated in accordance with the [federal Fair Labor Standards](#). The complaint alleges that the Plaintiff and other similarly situated employees were denied overtime for worked in excess of 40 hours per week over the last three years. Further, employees were required to perform "off the clock," such as unloading equipment from delivery vehicles, but were paid neither straight wages nor overtime. The matter is currently pending in the U.S. District Court for the Western District of Michigan.

TO COMPENSATE FOR "OFF-THE-CLOCK" WORK-RELATED ACTIVITIES: WHALEY V. HENRY FORD MOTOR CREDIT FINANCIAL SERVICES SYSTEM

2015, Sommers Schwartz attorneys [Lance Young](#) and [Neil Pioch](#) filed a [class action lawsuit](#) against Henry Ford Motor Credit Financial Services System involving claims of [unpaid overtime](#) associated with its Professional Appearance Standards Policy. The complaint alleges that because the dress code requires many HFHS employees to report for work in "clean," pressed uniforms, this causes these workers to spend two to three extra hours per week laundering and ironing at home, "off the clock," and without wage and overtime compensation. Over the course of a year, these unpaid amounts total upwards of \$6,000 per employee or \$35,766 under the federal Fair Labor Standards Act's three-year liquidated damages provision. The matter is currently pending in the U.S. District Court for the Eastern District of Michigan, and further details about the case, including the job titles of potential class members, can be found on the [Sommers Schwartz](#)

VIOLATIONS – ALMANZA V. UNITED AIRLINES, INC. ET AL.

2015, Sommers Schwartz attorneys [Andrew Kochanowski](#) and [Sarah Rickard](#), along with a team of lawyers from the firm, filed a [class action lawsuit](#) against United, Delta American, and other air carriers alleging [violations of the Foreign Corrupt Practices Act](#). The complaint alleges that the defendants developed and executed an illicit scheme to charge a "Mexico Tourist Tax" for travel on flights between the U.S. and Mexico, without authorization from the Mexican government. The plaintiffs claim that beginning in 2009, the defendants buried the tax (increasing from \$20.00 to \$25.00) in tickets held by Mexican nationals, children under the age of two, and foreigners without proper status in Mexico, despite the fact that Mexican law exempted these travelers from the tax. The matter is currently pending in the U.S. District Court for the Southern District of Georgia.

WAGE & OVERTIME: ECHOLS V. METRO BROKERS, INC.

2012, 2015, Sommers Schwartz attorneys [Jason Thompson](#) and [Jesse Young](#) filed a [collective action](#) complaint against Metro Brokers, Inc. on behalf of customer service [employees claiming to have not received wage and overtime compensation required by the Fair Labor Standards Act](#). The plaintiffs assert that the company, which operates numerous

throughout the United States, incorrectly calculated the hourly employees' overtime rate at 1.5 times the federal wage rate of \$7.25 instead of 1.5 times an employee's regular hourly rate (approximately \$13.00). The lawsuit also Metro Brokers failed to pay customer service representatives for "off-the-clock" time spent booting up and the computer system, approximately five to ten minutes before their designated daily start time – time and which the U.S. Department of Labor has declared that call center employees are to be compensated. The lawsuit is pending in the U.S. District Court for the Northern District of Georgia.

WAGE & OVERTIME: SHOOP V. GREASE MONKEY

9, 2015, Sommers Schwartz attorneys [Jesse Young](#) and [Neil Pioch](#) filed a [class action lawsuit](#) claiming [unpaid](#) against several companies including a Grease Monkey oil change franchise located in Richmond, Virginia. The alleges that the plaintiff, a technician and assistant manager, typically worked in excess of 50 hours per week, time between various company locations owned by the same individuals; when she approached 40 hours at one single workweek, the defendants required her to begin working at another location for the remainder of the week, in violation of the federal Fair Labor Standards Act requirements. The plaintiff asserts that the defendants' scheme was an intentional failure to pay her one and one-half times her hourly rate in excess of 40 per week, and she now seeks recovery for all unpaid overtime hours, plus liquidated damages, attorneys fees, and costs as provided for by law. The lawsuit is pending in the U.S. District Court for the Eastern District of Virginia.

WAGE VIOLATIONS & UNPAID OVERTIME: WRIGHT V. JACOB TRANSPORTATION, LLC

12, 2015, Sommers Schwartz attorneys [Jason Thompson](#) and [Jesse Young](#) filed a [class action lawsuit](#) on behalf of hourly employees employed by the Defendant as airport shuttle bus drivers. The lawsuit claims that the Defendant denied the employees compensation in violation of the federal [Fair Labor Standards Act \(FLSA\)](#) and Nevada state law requiring to pay a minimum wage and overtime. Due to the nature of the job, the Plaintiffs punched in for work when they arrived at the Defendant's main office, but were not considered "on the clock" until they punched in again at the Las Vegas location. This same practice was repeated at the end of their shifts, and the total time gap averaged one hour each day for which driver was not paid. The lawsuit is pending in the U.S. District Court for the District of Nevada.

IF FIDUCIARY DUTY – INADEQUATE MERGER CONSIDERATION: RAUL V. MEADOWBROOK INSURANCE GROUP, ET AL

9, 2015, Sommers Schwartz attorney [Lance Young](#) filed a [class action lawsuit](#) claiming [breach of fiduciary duty](#) by the [board of directors](#) of Meadowbrook Insurance Group (MIG). The case involves the company's December 31, 2014 announcement that MIG would be sold to Fosun International Limited, and the Plaintiffs, public stockholders in the company, allege that the Defendants agreed to the proposed transaction for inadequate consideration as well as deal terms that could inhibit competing offers. By committing these breaches, the Plaintiffs claim that the Defendants [failed to maximize shareholder value](#). The lawsuit is pending in Oakland County, Michigan Circuit Court.

OVERTIME: KELLY V. BED BATH & BEYOND, INC.

On **August 7, 2014**, Sommers Schwartz attorneys [Jason Thompson](#) and [Jesse Young](#), in conjunction with Robert J. Associates of Salt Lake City, filed a [class action](#) on behalf of current and former Bed Bath & Beyond Assistant Store Associates across the country. The complaint alleges that the company violated the federal [Fair Labor Standards Act \(FLSA\)](#) by misclassifying the plaintiffs as salaried exempt employees to avoid paying them for time worked in excess of 40 hours per week. In fact, the plaintiffs regularly worked 55-60 hours per week, and were therefore denied substantial compensation for their overtime. The lawsuit is pending in the U.S. District Court for the District of Utah.

VERTIME: MORIN V. PERSONAL CARE SERVICES, INC.

On **August 7, 2014**, Sommers Schwartz attorneys [Jason Thompson](#) and [Jesse Young](#), in conjunction with Johnson Becker, Minneapolis, filed a [class action](#) against Personal Care Services, Inc. alleging that the company failed to properly compensate health care aides, housekeepers, and caregivers [overtime wages](#) in violation of the federal Fair Labor Standards Act and California state wage laws. Specifically, the lawsuit alleges that the Home Instead Senior Care franchise, Personal Care Services, violated the law by only paying the class of plaintiffs a flat fee per shift, failing to compensate them for the total hours worked. The case is currently pending in the U.S. District Court for the Central District of California.

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